

Chulalongkorn University Regulations
On Personnel Management (No. 6)
B.E. 2561 (2018)

As it is deemed appropriate to revise the Chulalongkorn University Regulations on Personnel Management B.E. 2557,

By virtue of Article 21 (3) of Chulalongkorn University Act B.E. 2551 (2008), the University Council at its 818th meeting on 30th August, B.E. 2561 (2018) has approved the regulations as follows:

Article 1: These regulations shall be called the “Chulalongkorn University Regulations on Personnel Management (No. 6) B.E. 2561 (2018)”.

Article 2: These regulations shall come into effect on the day following their announcement. These regulations shall be enforced for the annual performance evaluation in B.E. 2561 (2018) onwards.

Article 3: The second clause of Article 39 of the Chulalongkorn University Regulations on Personnel Management B.E. 2557 (2014) shall be repealed and replaced with the following:

“The criteria for each group’s minimum workload in the first clause shall be determined by the University Council, given that the weekly total is no fewer than 35 units.”

Article 4: The content of Article 66 of the Chulalongkorn University Regulations on Personnel Management B.E. 2557 (2014) shall be repealed and replaced with the following:

“**Article 66:** Each work section shall set its goals, objectives, and criteria of evaluation in accordance with its mission, specific sections, and work positions as well as assignment sheets, taking into account the employee’s:

- (1) Output
 - (1.1) Quantity
 - (1.2) Quality
- (2) Personal characteristics

The ratio between (1) and (2) must comply with the nature of specific work positions.

In the performance evaluation of university academic employees, personal output shall be evaluated in addition to those in the first clause.

For the performance evaluation detailed in the first and third clauses, the evaluator(s) shall seek information from the executive of the related work section, the evaluated employees’ supervisor, those who receive services from them, as well as their work colleagues.”

Article 5: The second clause of Article 69 of the Chulalongkorn University Regulations on Personnel Management B.E. 2557 (2014) shall be repealed and replaced with the following:

“The annual performance evaluation shall be conducted twice a year as determined by the university.”

Article 6: The content of Article 70 of the Chulalongkorn University Regulations on Personnel Management B.E. 2557 (2014) shall be repealed and replaced with the following:

“**Article 70:** The sum of workload and personal characteristics evaluation results is at seven levels as follows:

- (1) Excellent
- (2) Very good
- (3) Good
- (4) Average
- (5) Poor
- (6) Low

The score for each level is stipulated in the university rules on the matter.

The criteria and procedures for the evaluation of university academic employees’ personal output shall be in accordance with the relevant work section’s announcement on the matter.

The performance evaluation results shall be used in the consideration for the employee’s annual salary raise as stipulated in Article 52.”

Article 7: The content of Article 72 of the Chulalongkorn University Regulations on Personnel Management B.E. 2557 (2014) shall be repealed and replaced with the following:

“**Article 72:** A university employee whose annual performance evaluation result, according to the first clause of Article 70, is at the “low” level shall be put into the process of contract termination.

A university employee whose annual performance evaluation results, according to the first clause of Article 70, are at the “poor” level for two consecutive years shall have his/her employment contract terminated.

A university employee whose annual performance evaluation results, according to the first clause of Article 70, are at the “average” level or lower for three consecutive years shall have his/her employment contract terminated.

The contract termination shall be effective on the date when the order for contract termination is put into effect.”

Announced on 12th October B.E. 2561 (2018),

(Signed)

(Professor Emeritus Pirom Kamolratanakul, M.D.)

Chairperson of the University Council